The federal government will legalize cannabis as of October 2018, however, cannabis impairment in the workplace is not a new issue for BC workplaces.

Under Section 116 (2)(d) of the Workers Compensation Act, a worker is required to “ensure that the worker’s ability to work without risk to his or her health or safety, or to the health or safety of any other person, is not impaired by alcohol, drugs or other causes.”

In addition to the obligations for workers and employers, section 4.20 also includes obligations for independent operators and members of the public to not remain at a workplace if their behaviour is affected by a substance so as to create an undue risk to workers.

BCIT has a very clear policy on the use of Cannabis on campus, visit the BCIT Policy page or the SSEM Resource page to familiarize yourself with it.

Source: https://www.worksafebc.com
Substance use and impairment in the workplace

Physical or mental impairment in the workplace can create a significant risk of injury and death to the impaired worker, co-workers, and members of the public.

Impairment can have many causes, but the most common substance-related causes of impairment in the workplace are:

- The use of alcohol or legal drugs (which will include cannabis as of October 17, 2018)
- The use of illegal drugs
- The use of prescription drugs to treat medical conditions
- The use of over-the-counter medications

Effects in the workplace from substance-use impairment

Impairment from substance use can cause physical and behavioural changes that affect a person's ability to work safely. These changes can include:

- Impaired judgment, perception, and decision making
- Decreased motor co-ordination, reaction time, and sensory perception
- Psychological or stress-related effects, such as mood swings or personality changes.